



Presidential Search Profile



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Executive Search, Consulting and Training

The Position

The Tennessee Board of Regents invites applications and nominations for the position of President of Jackson State Community College. Jackson State is one of Tennessee's 13 community colleges in the Community College System of Tennessee, governed by the Tennessee Board of Regents. The president is the chief executive officer of the College and reports to the Tennessee Board of Regents through the chancellor.

The Organization

The Tennessee Board of Regents governs The College System of Tennessee—the state's 13 community colleges and 27 colleges of applied technology. The system serves upwards of 110,000 students annually and is among the nation's largest public higher education systems.

The colleges and their satellite campuses and other teaching locations span the state, offering more than 640 programs of study. The institutions operate as a coordinated network, with each retaining its unique characteristics and services. All community colleges are accredited by the Southern Association of Colleges and Schools Commission on Colleges, and the colleges of applied technology are accredited by the Council on Occupational Education. The institutions and their programs are also recognized by numerous national and regional accreditation associations.

Our mission is Student Success and Workforce Development. The system is committed to meeting the goals and requirements of the Complete College Tennessee Act of 2010, the FOCUS (Focus on College and University Success) Act of 2016, and the state's Drive to 55 initiative to equip at least 55 percent of working-age Tennesseans with a postsecondary degree or credential by 2025.

TBR institutions provide excellent career training and university transfer programs. Further information on the various institutions may be found at <https://www.tbr.edu/institutions/our-institutions>.

Jackson State Community College

JSCC is a comprehensive, public, two-year postsecondary institution with four locations within a 14-county service delivery area in West Tennessee. JSCC is fully accredited by the Commission on Colleges and Schools of the Southern Association of Schools (SACSCOC). The president's office is located at the main campus in Jackson, Tennessee.

As an Achieving the Dream college committed to student success, JSCC meets the educational needs of the people it serves, enrolling over 4,900 credit students and over 500 non-credit students. The college employs 250 full-time employees, including 98 full-time faculty members, and operates on a budget of \$45 million.

Mission Statement

Jackson State Community College provides accessible learning opportunities that enhance the lives of individuals, strengthen the workforce, and empower our diverse communities by offering traditional and contemporary associate degrees, certificates, continuing education and enrichment, and college-readiness programs.

Vision

Jackson State Community College will be recognized as the affordable leader in our service area for providing postsecondary education that emphasizes academic excellence, student success, and community and workforce development.

JSCC Awards Associates of Arts (AA), Associates of Science (AS), Associates of Science in Teaching (AST), Associates of Applied Science (AAS) degrees, as well as technical and institutional certificates. JSCC currently provides 25 academic programs of study. Presently, 28% of JSCC students are underrepresented minorities, 42% of all students are enrolled in career preparation programs, and 58% are in programs intended for transfer. About 48% of JSCC students are enrolled full-time, students aged 25 or older represent 23% of the population. During the fall semester 2018, 28% of the students were dual enrolled students.

Locations

The main campus in Jackson is located near Interstate 40 and situated between Memphis (65 miles) and Nashville (120 miles). The main campus is 106.7 acres comprised of 12 buildings, with ample green space, a ½ mile walking trail that features an arboretum with pond and water features. Recent capital projects include the addition of the Jim and Janet Ayers Center for Health Sciences (2017 – 45,843 square feet) and the Jim Moss Center for Nursing (2015 – 36,083 square feet). In addition to the main campus located in Jackson, JSCC delivers programming at centers in Humboldt, Lexington, Savannah, and selected teaching sites in Paris and throughout the College’s area of responsibility.



Jackson Campus



Humboldt Center



Lexington Center



Savannah Center

Academic Focus Areas



High Impact Practices

Jackson State Community College employs high impact practices to attract students to various academic programs and help them to succeed, both in their academic programs and in the larger community. High impact practices support the work of the Complete College and Drive to 55 initiatives in Tennessee by connecting existing teaching and learning initiatives through intentional course design and data collection.

Service Learning

JSCC incorporates one such high impact practice, service learning, into curricula which helps students to learn and develop through participation in thoughtfully organized service experiences that meet community needs. Coordinated in collaboration with the school and community, these experiences are integrated into the student's academic curriculum, and these experiences enhance what is taught in school by extending student learning beyond the classroom and into the community which helps to foster the development of a sense of caring for others.

Early College High

Jackson Central Merry - Early College High is a college preparatory high school designed to prepare students for college or workforce readiness by offering multiple pathways, rigorous curricula, strategic guidance, and academic support. With the Early College High program, JSCC provides students a unique approach to learning by blending and accelerating high school, work force, and college preparedness.

International Education

Study Abroad provides students with a cultural immersion experience that helps them to see and appreciate the world with a new perspective. Students wanting to earn college credit through an international learning experience have ample opportunities at Jackson State. JSCC is able to

offer classes in a variety of disciplines in over twenty countries. JSCC offers these experiences to students to travel while earning college credit and is able to provide partial scholarships for students wanting to study abroad.

Articulation Agreements

Jacksons State has a number of articulation and dual admission agreements with local, state, and regional colleges and universities. These agreements affirm partnerships to promote seamless transfer of credit to assist our students achieve their educational goals.

National Center of Academic Excellence in Cyber Defense

Jackson State Community College is recertified through 2022 as a National Center of Academic Excellence in Cyber Defense Two-Year Education by the U.S. National Security Agency and Department of Homeland Security. The five-year designation puts JSCC among an elite group of institutions offering computer information technology courses that meet rigorous federal standards and sets graduating students apart from others, recognized as leaders in the field, only about 40 community colleges and 200 four-year universities across the country have the designation.

Business and Industry

Engineering Systems Technology

The Engineering Systems Technology program’s primary objective is to provide a broad foundation of theoretical and practical knowledge in the areas of electrical and electronic circuits, electrical machinery, programmable logic controllers, robotics, mechanical and hydraulics/pneumatics equipment, troubleshooting and team building. The curriculum is broad-based but focuses on the integration of each area as used in systemic application.

The Engineering Systems Technology program also has a robust work-based learning cooperative education component available to traditional students, and, on a limited basis, to non-traditional students. The Advanced Maintenance Technician (AMT) paid co-op is comprised of 27 local manufacturing firms that allow selected students the opportunity to work inside their facilities three days per week, while attending classes within the Engineering Systems program, the remaining two days per week.

Upon JSCC graduation, the students have earned both an Associate of Applied Science degree in a very sought-after field of study, and have also gained over two years of real-world work experience. This industry-educational partnership has been very successful in helping to fill the nationwide skilled-maintenance technician shortage.



Business Career Program

The Business Career Program at Jackson State is designed for students planning to enter the workforce after the completion of the two-year program and covers all the basics of business. From entrepreneurial start-ups, to working in a large corporate office, an associate degree in business can be applied to any industry. The Business Career Program curriculum is focused on real-world applications and skills. Graduates are prepared to enter and succeed in business on the day they graduate.

Business and Accounting

The Business and Accounting transfer pathway helps develop the skills necessary to make major decisions in the performance of or management of business operations. The Business and Accounting transfer pathway is perfect for students want to continue their education at a four-year college or university, and eventually end up in positions such as include Chairman, Chief Executive Officer (CEO), Chief Financial Officer (CFO), General Manager, or Accountant.

Communication and Humanities

Jackson State's Division of Communication and Humanities provides opportunities for developing understanding and skills in the fields of art, mass communication, English, foreign languages, and music. The division offers emphasis areas in Art, Mass Communication, English, and Foreign Languages. Additionally, it offers a General Studies emphasis for students wanting to take a variety of courses and explore interests at the two-year level. The General Studies emphasis is also for those students wanting a liberal arts background as preparation for transfer to a four-year institution in pursuit of a more specialized major field of study.

Computer Information Technology

The Computer Information Technology programs provide students with the technical skills necessary to compete in today's information technology environment. The quality of our programs is maintained by updating the content of existing courses, adding new courses, and purchasing state-of-the-art computer equipment and software. The program offers degree opportunities for people interested in computer hardware repair, cyber defense, networking and computer programming.

Social Sciences

Jackson State's Division of Social and Behavioral Sciences provides quality instruction and learning opportunities for a diverse community of learners including: academic transfer, vocational/technical, and non-traditional students. Our division offers Tennessee Transfer Pathways in Psychology, Sociology, History, Political Science, Social Work, Criminal Justice, and K – 6 Education. In addition to these Pathways, our Division offers courses in Philosophy, Physical Education, and Geography which can be applied to our General Education Core Requirements.

Health Sciences

Health Sciences programs allow Jackson State graduates to become members of the modern health care team. Health Sciences professionals apply knowledge and skills, working in a challenging, technologically advanced environment to provide vital health care services. The constant growth and diversification of health care facilities and organizations has created many new and exciting career opportunities. Health Sciences professionals are actively involved in

every facet of health care, being directly involved in patient care or in careers as consultants, managers and administrators, researchers, educators, or commercial representatives. Programs include, Emergency Medical Technician/Paramedic, Medical Laboratory Technician, Occupational Therapy Assistant, Physical Therapist Assistant, Radiologic Technology, Respiratory Care, and Healthcare Technician.



Jim and Janet Ayers Center for Health Sciences

Mathematics and Natural Sciences

The Division of Mathematics and Natural Sciences at Jackson State Community College provides educational experiences and opportunities for students to increase their knowledge of mathematics and sciences through quality instruction and a comprehensive curriculum of course offerings. Courses range from learning support to advanced topics and are designed to meet the educational and learning needs of all students. Tennessee Transfer Pathways are offered in Agriculture, Biology, Chemistry, Engineering, Physics, Mathematics, and Pre-Professional programs. Coursework is also available in Learning Support Mathematics, Geology, Physical Science, Environmental Science, and Microbiology. The Math and Natural Sciences Division prepares students for success in university parallel/transfer programs, vocational/technical programs, and life-long learning.

Nursing

The Nursing Program prepares a graduate to meet the educational requirements for the National Council Licensure Exam for Registered Nursing (NCLEX-RN) and to begin nursing practice in structured health-care settings such as hospitals, clinics, and extended-care facilities. Nursing is a dynamic, applied discipline in which caring for the biological, psychological, sociocultural, spiritual, and developmental needs of others is paramount. As a generalist, the graduate is prepared to function effectively as a provider and manager of care, collaborate with other members of the health care team, and adhere to legal and ethical standards of the profession.



Jim Moss Center for Nursing

Student Services

Jackson State Community College is committed to student success through a variety of supports outside the classroom designed to provide guidance and assistance toward student retention and graduation and then to university transfer or the workforce. Each degree seeking student at JSCC is assigned two individuals to help them with their success -a faculty academic advisor, who provides guidance in program of study, course selection, and career pathways; and a staff completion coach, who provides wraparound support through proactive interventions, reduction of barriers to success when possible, and university transfer opportunities.

This wraparound support is complemented through a variety of special support services available to students, including counseling services from a licensed mental health professional, career and job placement services, services for students with disabilities, and a military student center and services for veterans and active duty military members. JSCC has also developed the Nest (Nourish Every Student Today) as a resource for students facing basic needs. The Nest provides meals, a food and toiletries closet, gas cards or bus vouchers, jackets and coats, and a variety of other items for students in need.

The Nest also has a student relief fund to help with utilities, vehicle emergencies, temporary housing for students who identify as homeless, and other life issues. Students work through their completion coach to utilize the Nest and be referred to community resources as appropriate.

JSCC is able to offer a variety of federal and student aid opportunities to students. Because Tennessee is fortunate to have high state aid, JSCC elected many years ago to cease participation in the federal Stafford loan program. In the 2017-18 academic year, 96 percent of full time beginning undergraduate students received some form of federal, state, or institutional aid. Of those, 67 percent received a Pell grant and 85 percent received state aid. These aid programs include Tennessee Promise, the groundbreaking last-dollar scholarship program offered to graduating seniors of a Tennessee high school or home school. Tennessee Promise will cover all tuition and mandatory fees not covered by Pell grant, Hope lottery scholarship, or Tennessee

Student Assistance Award funds. Students must complete a FAFSA, attend mandatory meetings, and completed eight hours of community service each semester in order to be eligible for Tennessee Promise and must enroll full time and maintain their GPA.

The Tennessee Reconnect scholarship program was added beginning in Fall 2018 as a complement to Tennessee Promise, targeted at adult students. The last-dollar scholarship program is for Tennessee residents who verify as independent on the FAFSA and do not hold an Associate Degree or Bachelor Degree. Students can maintain eligibility by attending at least six hours each semester with continuous enrollment and a successful GPA. In part as a result of the Tennessee Reconnect program, JSCC saw a 40 percent increase in adult student headcount from Fall 2017 to Fall 2018, the third largest increase in the state in that time period, and an additional 12 percent increase in adult student headcount from Fall 2018 to Fall 2019, the largest increase in the state in that time period.

Athletics

Jackson State Community College has a proud tradition of athletic success on the field and in the classroom with our women and men basketball, baseball, and softball teams. JSCC is a member of Tennessee Community College Athletic Association and National Junior College Athletic Association.



With a commitment to excellence, Jackson State has seen significant improvements to our facilities over the past six years including the addition of a softball field in the spring of 2013. Jackson State added a new fitness center in the summer of 2014.

At the beginning of the 2018-2019 academic year, JSCC Athletics was rebranded as the Jackson State Green Jays. This was a significant change since the athletics teams had never had an official mascot in the history of the college. Since officially launching the brand in August 2018, the Green Jays mascot has been enthusiastically received by both students and staff. The new athletics identity has been incorporated in recruitment marketing collateral and has given a new energy and appeal in the recruitment of new students and the general morale of current students and staff.

Workforce Development

Jackson State has a thriving non-credit workforce development department that solicits input from local business and industries for their ongoing training needs. Once training needs are compiled the department develops a customized curriculum and training schedule/location to meet the industry request. These requests range from basic computer skill improvement to high-tech robotics instruction to leadership development.

The department also has online non-credit course options that serve a great need for residents wishing to gain new workforce skills and/or earn an additional certification or credential.

Each year the workforce development programs provide over 20,000 contact hours of training to the residents of JSCC's fourteen county area and secures additional revenue for the college.

Some of the most recent course offerings include:

FANUC Robotics – JSCC earned the status of becoming a Fanuc Authorized Satellite Center (F.A.S.T.) Achieving this recognition allows Jackson State to hold FANUC authorized training courses in our campus designed labs by JSCC certified instructors. This entailed our faculty taking numerous FANUC train the trainer advanced courses, as well as the college securing the required robotic equipment.

Programmable Logic Controls – Basic and Advanced

Excel – Basic and Advanced, Power Point, QuickBooks

Leadership Training – Core Skills of Leadership, Communicating Like a Leader, Coaching and Managing Employees, Resolving Conflict, Motivating Performance, Problem Solving

Safety and Professional Licensure Training – OSHA, Basic Motorcycle Rider Safety, Basic Life Savings, EMT/Paramedic Refresher, Real Estate Licensure, Society Human Resource Management

Online Programs of Broader Interest – Medical Coding and Billing, LEAN Six Sigma, Human Resource Professional, Auto Cad Certified Professional, Medical Administrative Assistant, Project Management Professional Benchmarking Employees, Basic Math Refresher, Digital Literacy

Small Business Development Center (SBDC)

As an extension of the college, Jackson State hosts the regional Small Business Development Center (SBDC). The Jackson center services 9 counties in West Tennessee: Haywood, Henderson, Madison, Decatur, Hardin, East Gibson, McNairy, Hardeman, and Chester. The dedicated staff of the Jackson SBDC is physically located at the Jackson Chamber of Commerce and is responsible for providing confidential counseling, business training, and professional referrals to regional entrepreneurs.

Working in conjunction with the JSCC Workforce Development office, requested trainings geared to small businesses are provided. Recent examples of SBDC trainings include QuickBooks, Equal Employment Opportunity Commission Seminar, How to Start a Small Business, How to Conduct Government Business, etc.

Each year the Jackson SBDC, working under the guidance of the Tennessee Small Business

Development Center, has targeted goals that are to be achieved: Unique Clients Served, Total Counseling Cases, Training Attendance, Business Starts, Jobs Created, Jobs Retained, and Capital Infusion. Last year the Jackson SBDC led the state in Capital Infusion by aiding to secure over \$4.7 million dollars of loanable funds and/or capital to the 200+ clients served by the center.



The Position and Qualifications

The president is the chief executive officer of the College and reports to the Tennessee Board of Regents through the chancellor. The successful candidate will be a dynamic, innovative, and energetic leader with the vision, skills and integrity required to guide this quality college to higher levels of achievement.



Preferred criteria for selection include, but are not limited to the following:

- Qualifications and experience
 - An earned doctorate from an accredited institution (preferred).
 - A distinguished record of teaching and experience in public higher education (preferred);
 - A minimum of five years successful campus administrative experience at a level with significant decision-making responsibilities affecting an entire campus or as head of a major academic or administrative unit in an academic environment (preferred);
 - A distinguished record of extensive senior level administrative experience in a complex business, industry, or government enterprise

Expected criteria for selection include:

- A demonstrated commitment to serving students, faculty and staff
 - An understanding of and commitment to the principles of academic freedom, tenure, and shared governance;
 - A commitment to attracting traditional and non-traditional students into transfer programs as well as workforce programs (AAS/certificates/diplomas) and promoting approaches to enhance their opportunities for success;
 - An understanding of and commitment to enhancing student success through focused efforts on retention, persistence and completion;
 - A demonstrated commitment to diversity and inclusion as core values that enhance the educational process;
 - A demonstrated commitment to affirmative action, and equal opportunity;
 - A demonstrated strength in human relations, communications, planning, financial management, budgeting, and organizational skills to lead and inspire internal and external constituencies of the College;
 - Demonstrated ability of being able to lead an institution that is comprised of diverse campuses that meet specific needs in the communities served, recognizing the educational requirements in each community and aligning resources and support to achieve those needs;
 - A demonstrated background with and understanding of and commitment to private fundraising;
 - An understanding of regional workforce education and training needs and how to strategically position Jackson State in a highly competitive post-secondary education marketplace;
 - An understanding of and commitment to the role of Jackson State as a part of a higher education system;
 - An understanding of the needs and concerns of the public and private constituencies of the College, as well as of the College community, including students, faculty and staff, alumni, and other College supporters;

The Tennessee Board of Regents is committed to building and sustaining an inclusive and diverse educational environment and encourages applications from interested candidates who can contribute to, promote, and enhance this effort.

The State University and Community College System of Tennessee is an Equal Opportunity/Affirmative Action employer. Under state law, applicants may request that their application and related materials be confidential and not open for public inspection until such time the candidate is selected as a finalist for the position. The Tennessee Open Meetings Act requires meetings of the Board of Regents to be open to the public.

Initial screening of applicants will begin January 21, 2020, and it is anticipated that the President will be selected prior to July 1, 2020.

Applications and letters of nomination should be submitted to:

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